

STAFF NEWS

Communicating with Professionals in Corrections and Parole



Captain Roger Groves and Correctional Counselor Armando Mancinas of Avenal State Prison decorate a Christmas Tree. See additional holiday pictures at www.cdcr.ca.gov

Prison Inmates Graduate from Carpenter's Training Program

PIA to Expand Rehabilitation Program for Women

The Prison Industry Authority (PIA) recently announced that it will expand a rehabilitation program that prepares female inmates for careers as professional carpenters, supported by funds budgeted by Governor Schwarzenegger to reduce recidivism among prison inmates.

The announcement was made during ceremonies for 33 male inmates from two Sacramento area prisons who took a constructive step toward turning their lives around by graduating from a similar training program conducted by PIA in partnership with Northern California's Carpenter's Union Local 46.

CDCR Staff, Inmates and Wards Host Holiday Food Drives, Fundraisers and Events Contributing to Local Communities

Since mid-November, 25 adult and juvenile correctional institutions and parole offices statewide representing hundreds of individuals have contributed talent, time and money to their local communities this holiday season. Dozens of programs and activities ranging from refurbishing bicycles and repairing toys to holding fundraisers and holiday food drives have either already been conducted or are planned for the coming days and weeks by staff, inmates and wards.

These efforts by institutions and parole offices are intended to make the holidays brighter for those in nearby communities that are less able to participate in holiday activities. To date, donations of nearly \$12,000 and more than 600 new and refurbished bicycles have either been distributed or await distribution. Nearly every facility conducts food or toy drives, with many facilities and parole offices adopting classrooms at nearby elementary schools.

"I wholeheartedly support these acts of selflessness on behalf of our staff and inmates. While our institutions strive to be good neighbors all year long, these events during the holidays are an expression of good will by staff and offenders made to some very deserving folks in their

Office of Business Services ‘Decks the Halls’

The Grinch was no where in sight when the Office of Business Services conducted its first “Deck the Halls” competition during the second week of December at CDCR headquarters.

CDCR Business Services Deputy Director Steve Alston said the office planned this event in an effort to keep employee morale up during some extremely strenuous times within the Division of Support Services offices.

Alston said staff in business services, contracts, procurement and other components of the Division of Support Services (who provides fiscal and contract procurement services), have been working extremely long hours to fulfill the needs of the rest of the CDCR operations as the department focuses on the ongoing reform and rehabilitation effort.

Visitors to the fourth floor headquarters (south building) are immediately caught up on the holiday spirit as soon as the elevator doors open where they are greeted with a snow scene and a sign reading, “Welcome to OBS Winter Wonderland.”

“I couldn’t believe what the teams had done – especially knowing that these efforts were accomplished after hours and many long days,” Alston said. “With that in mind, the judging was very difficult. I think the best part was seeing all the employees happy and smiling.”

The judges, accompanied by Secretary Tilton



From left, Stacy Lopez-Kassis, Steve Alston, Corinne Manley and Karen V. Smith judge one of more than a dozen displays.

as well as individuals from other offices and divisions, all came by to see the creativity on display.

The effort began in November when each staff services manager I and their respective team members identified an area within the Office of Business Services to decorate. The displays were judged on originality, artistic design, creativity, team effort/collaboration and overall presentation. Nearly the entire office participated with 13 units entering the competition with displays ranging from holiday scenes to holiday trees to small figurines making up holiday and family themes. “Everyone on the OBS team was a winner in the competition and to show our appreciation. The OBS leadership team will be serving them a pancake breakfast in early January,” said Alston.

More Than 800 Local Law Enforcement, Elected Officials and Stakeholders Attended Workshops on the Governor’s Prison Reforms

Regional workshops conducted since July on secure community reentry facilities created under Governor Arnold Schwarzenegger’s comprehensive prison reform legislation engaged over 800 officials from all 58 counties.

“The Governor’s comprehensive corrections reforms aim to address severe inmate overcrowding at state prisons and local jails by funding new beds tied to rehabilitation, and creating secure reentry facilities in the local communities where inmates will be returning,” said CDCR

Undersecretary for Adult Programs Kathy Jett.

“Inmates too often leave prison with \$200 minus the cost of a bus ticket, and no prospects for success once they return home,” added Scott Kernan, Chief Deputy Secretary for Adult Programs at CDCR. “The goal of a secure community reentry facility is to ease the transition of local residents and improve public safety.”

The Governor’s prison reforms fund 16,000 beds in secure community reentry facilities, which will house a maximum of 500 inmates

and be located in the county where an inmate is legally required to be re-

(Please see Reform, Page 4)

Submissions

Staff News publicizes staff activities, innovative programs, and transmits important information to the rank-and-file. To this end, we need stories and pictures to be submitted for publication. Please send your submissions to:

CDCRnews@cdcr.ca.gov



**Message from
Secretary
James E. Tilton**

A Job Well Done in 2007

I wanted to thank each and every one of you for your extraordinary effort during 2007.

These past 12 months have been very challenging as this department has tackled both overcrowding as well as increasing our rehabilitation resources for the inmates, wards and parolees in our charge.

In May, Governor Arnold Schwarzenegger signed one of the most significant prison reform plans that California has ever seen – AB 900 – the Public Safety and Offender Rehabilitation Act of 2007.

The centerpiece of this proposal is the creation of 16,000 beds in secure community reentry facilities across the state in the counties where inmates will be returning. These facilities will provide intensive rehabilitation programs during the last six to twelve months of an inmates' sentence.

The will of this department to affect change is here. The next effort will require assistance and participation by each and every CDCR employee to make the necessary changes so that wards, inmates and parolees in our care have the opportunities to change and grow upon release back to their communities. I am confident in this department's ability to get the job done.

I appreciate all your tireless efforts, and wish each CDCR employee, their families and loved ones, a safe holiday season.

Holiday *(From page one)*

surrounding communities," said CDCR Secretary James E. Tilton. "It is my hope that offenders carry this spirit of benevolence and community concern when they eventually leave our facilities and return to the communities from which they came."

Division of Juvenile Justice Chief Deputy Bernard Warner noted that these activities – and other activities



CTF Correctional Officer M.L. De Salvatore loads boxes for holiday food drive.

conducted by institutions and parole officers with the juvenile justice system have roots in a philosophy called "restorative justice." The restorative justice philosophy assumes that when a ward committed a crime that got them referred to the DJJ, society lost something in that act of violence. Restorative justice allows that ward to perform a series of public service acts that restores, or gives something positive back to the community-at-large in a showing of "amends" for that past wrong.

"These worthy causes allow our staff and youth to give back to the community to show how we care for others. We are proud to be part of these programs," said Warner.

In some institutions, staff sponsored "Shop with a Cop" programs where children-in-need from the community where escorted by correctional officers to a store for a shopping spree. Some wards created or refurbished community decorations for holiday celebrations. Some inmates sponsored Christmas parties for the children who come to visit, complete with toys and a visit from Santa.

"It has become a long-standing tradition for CDCR staff, inmates and wards to give back to their local communities. "These charitable projects give everyone in the institutional and parole setting feelings of pride and goodwill during the season of giving," said Scott Kernan, Chief Deputy Secretary for Adult Programs at CDCR. "These efforts require teamwork, cooperation and generosity. The divi-



Holiday decorations were part of the North Kern State Prison food drive efforts.

dend of giving is the improved morale for those who may not see their own loved ones during the holiday season."

For more information, and to see a comprehensive listing of activities at all participating facilities and parole offices as well as pictures of events that have already occurred, please visit the CDCR website at www.cdcr.ca.gov

CDCR, Inmates Celebrate Second Successful Licensing Program by Board of Cosmetology

Three female inmates housed at the CDCR Central California Women's Facility are celebrating their success at passing the State Board of Barbering and Cosmetology licensing exam, which was made possible by legislation signed last September by Governor Schwarzenegger.

"This is exciting news for these inmates, who will be able to be licensed as cosmetologists and gain meaningful employment when they parole," said Wendy Still, Associate Director for CDCR Female Offender Programs and Services. "Programs like this are part of a concerted effort by the state to reduce recidivism

by providing inmates with rehabilitation programs and tools they need to become contributing members of society upon release."

The successful inmates were Michelle Agee, Risha Land, and Rose Ward from Los Angeles County.

The onsite testing at the prisons is the second since the prison's were activated in the 1990s; the first onsite testing occurred in December 2006. The licensing exam is the culmination of more than 3,200 hours of study. The Vocational Cosmetology programs offer courses of study and practical, hands-on experience at the female institutions in Chowchilla

and at the California Institution for Women in Chino. The program is such a success that the prisons are expanding their vocational cosmetology programs.

As part of the Department's focus on female offender reform initiatives, CDCR partnered with Assembly Member Karen Bass (D-Baldwin Vista). Bass introduced AB 861, legislation that required the State Board to issue a probationary license to an applicant—such as an inmate—that is subject to specified terms and conditions. Previously, state law banned licensing of convicted felons, creating an impediment to employment.

REFORM...(From page one)

turned. Jett noted the importance of having local communities participate in the process, since only those counties that apply for and cite a location will be considered to house a secure community reentry facility.

"The new model for Secure Com-

munity Reentry Facilities is one that will take an unprecedented amount of coordination between the state and local law enforcement, elected officials and stakeholders if it is to be successful. After meeting with all 58 counties, I am very confident that we

can build the partnerships necessary to improve the way we transition inmates who are returning home so that they can be successful upon release," said Undersecretary Jett. "The fact that so many local communities are becoming engaged in the reentry process is an optimistic sign that we can enact positive change to increase public safety."

From July through October 2007 CDCR joined with the California State Sheriffs Association, the California State Association of Counties, the League of California Cities, the Chief Probation Officers Association, the California Mental Health Directors Association, the County Alcohol & Drug Program Administrators

Association of California, and the Association of California Cities Allied with Prisons to conduct a statewide informational campaign on the benefits and responsibilities of bringing Secure Community Reentry Facilities into local communities.

The workshops were meant to educate, inform, and receive feedback from all 58 counties on the reentry facilities and jail construction funding - the centerpiece of the Governor's prison reform legislation, AB 900. Approximately 800 local law enforcement, government officials, and stakeholders attended at these workshops. Each workshop received very positive feedback from the locals, and many communities took the next step of signing agreements to cooperate with the state to cite a facility. Input by the attendees from the workshops is being used by CDCR executive management to make policy decisions as the CDCR moves forward with the development of reentry facilities.

Reform & Inform, Now Available!



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Division of Juvenile Justice *Green Sheet*

Heman Stark Wards in New “Prison Pup” Program Train Abused and Neglected Dogs for Re-adoption into the Community

The Prison Pup Dog Shelter Program recently debuted at the Heman G. Stark Youth Correctional Facility in Chino. This is the first such program in a Division of Juvenile Justice (DJJ) facility. On Oct. 30, the first four dogs planned for the program arrived at the institution and met their handlers – wards who have earned the privilege of performing community-service working with rescued animals from local animal shelters. Dogs in the program are rehabilitated from past neglect and abuse issues and then re-trained for basic obedience and

proper socialization for re-adoption into the community.

bility,” said Bernard Warner, Chief Deputy Secretary for the Division of Juvenile Justice. “We are proud to be chosen to be part of this program and are hopeful that the dogs in our care can be given to an appropriate citizen in need, to ease them in life’s challenges.”

The first dogs came from Santa Ana in Orange County via the Canine Support Team, Inc (CST). CST is a California based, non-profit organization that provides specially-trained dogs to people with disabilities other than blindness. Since 1989, CST started

placing service dogs with people who use wheelchairs, walkers, crutches or canes.

(Please see Dogs, Page 6)



DJJ wards pose with the puppies they are charged with caring for and raising.

“This is a worthy cause for our youth to give back to the community and learn about caring and responsi-

Pine Grove Youth Conservation Camp Wards Return From Southern California Fires to Make Christmas Decorations for Local Communities

Pine Grove Youth Conservation Camp (YCC) wards returned from fighting fires in Southern California

on a Monday in early December, and by Tuesday morning the youth were making Christmas boughs for 13 local communities. On Wednesday of that week, the wards visited California’s historic Governor’s Mansion in downtown Sacramento to decorate the building with wreaths and other decorations.

It has become a long-standing tradition for the Pine Grove wards to provide this kind of decoration and community service. On average, the wards and staff of Pine

Grove YCC produce more than 2,000 Christmas boughs for 13 local communities.

“This program provides an innovative way for our youth to creatively enhance their skills, while working with their local community,” said Bernard Warner, Chief Deputy Secretary of the Division of Juvenile Justice. “This is just one of the many rehabilitation programs offered to youth designed to encourage civic service, and build confidence and self-respect.”

(Please see Camps, Page 6)



DJJ wards pose with boughs they make.

DOGS..(From page five)

Heman Stark YCF Superintendent Ramon Martinez noted that this service work is consistent with one of the basic tenets of the state's juvenile system – restorative justice.

“The restorative justice philosophy assumes that when a ward committed a crime that got them referred to the DJJ, society lost something in that act of violence,” Martinez said. “One of the tenets of the DJJ and former California Youth Authority is the concept of restorative justice, which allows that ward to perform a series of public service acts that restores, or gives something positive back to the community-at-large in a showing of amends for that past wrong.”

It will be the goal of the youth entrusted with these animals to care for these pets, rehabilitate them from



Wards Brandon Gilmore and Rocky Mattley cradle two puppies.

past neglect and train them in basic obedience. The program is intense and based on positive reinforcement

and social learning theory. The goal of the program is to teach youth about parenting, responsibility and respect for life. Once trained, these dogs then will be directly placed into a loving home.

The dogs will be trained by wards on a team coming from two programs at the Heman Stark facility. The OR Treatment Team currently has 67 wards assigned. The team is divided between two populations: R Company is a high-risk general population; O company is the Incentive Program, which consists of 36 wards. Wards on the Incentive Program must meet minimum criteria of possessing a High School Diploma or GED, or senior status, and be employed within the

(Please see DOGS, Page 7)

CAMPS...(From page five)

The huge sugar pine cones are harvested upcountry by crews in October. In late November, the fir and Ponderosa tree trimmings, left after crews trim trees in conservation operations, are brought to Pine Grove Camp, located just off of Highway 88, to be assembled with the pine cones and some red ribbon. The camp takes reservations for the boughs all year long, and recipients compensate the camp for the ward's time for each bough.

“A trip through

the Mother Lode will give visitors a warm welcome this time of year as our Christmas boughs add to the holiday decorations in local communi-

ties,” said Mike Roots, YCC Superintendent. “These wards not only work hard protecting homes during fire season, they also give back to the community during the holiday season.”

In November, Pine Grove Youth Conservation Camp sent a strike team of fire fighters to Southern California to be on standby for the extreme fire danger because of the expected high winds. The fire that started in Malibu consumed 4,700 acres and 53 homes before firefighters could contain the blaze. These activities show the strength of public service brought by the CDCR Youth Conservation Camps.



On Dec. 14 the Pine Grove Youth Conservation Camp wards sang Holiday Carols at CDCR headquarters. Their caroling is popular in Amador County.

PIA...(From page one)

"These programs prepare inmates for real careers, not dead-end jobs, which can reduce the number of former inmates who return to prison,"



PIA General Manager Chuck Pattillo addresses graduates.

said Charles Pattillo, general manager of the Prison Industry Authority. "Re-

ducing recidivism helps save taxpayer dollars by reducing the cost of a revolving door prison system."

"The carpentry training program at Folsom has proven to be a path for success for male inmates and it has opened up a new career path for female inmates in Southern California, who up to now may have never considered working in the carpentry field," said Pattillo.

Pattillo noted that, although research data is preliminary, it concludes that inmates who graduate

from PIA technical education programs have a recidivism rate that is less than one-third that of the general prison population. "Of the 70 men who have graduated from the carpenter's pre-apprenticeship training program and been paroled, only three have returned to prison," noted Pattillo. "If this type of success rate can be replicated it will significantly reduce prison overcrowding, and save taxpayer dollars."

The pre-apprenticeship program, operated in partnership with the carpenter's union, trains inmates in all of the job skills they need to work as apprentices on a construction site. Inmates, who are trained by union members, are assigned to work sites when they are paroled.

DOGS...(From page six)

institution. They cannot accumulate any negative reports for any violent behavior or gang-related activity. All wards on OR are expected to perform community service.

The Prison Pup Program made its debut in the California correctional institutional system when it was approved to begin at the California Institution for Women in September 2002.

The Canine Support Team is a non-profit organization that provides service to people with disabilities. Nearly 20 years ago, CEO, Founder and Training Manager, Carol Roquemore started placing dogs with people who use wheelchairs, walkers, crutches, or canes. The success of the program has grown from four puppies to 20 with more than 50 California adult inmate participants training the animals for dedicated service in the community.

Recently CST was looking to expand the existing prison-based pro-

gram. Research of the local animal shelters shows a high rate of unwanted dogs left in animal shelters for extended periods of time who are eventually put down. The main reason for euthanizing pets is due to limited resources in caring for them. The overall neglect and abuse has left them in a desolate state.

The Prison Pup Program is partnered up with Prison Pup Program Manager, Donna Shawver and Janette Thomas, Chief Operating Officer and Training Supervisor, and Michelle Lee, Treatment Team Supervisor from Heman Stark YCF. The case managers working directly with the program are Jared Mory and Cedric Shiner, both Youth Correctional Counselors, along with support from all the counselors working on the OR Treatment Team.

The Heman G. Stark Youth Correctional Facility is the largest youth correctional facility within the DJJ.

Staff News

The Electronic Edition

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Arnold Schwarzenegger

Governor

James E. Tilton

CDCR Secretary

Oscar Hidalgo

Executive Editor

George Kostyrko

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Gordon Hinkle

Jonathan Parsley

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Contributors

Filming Inside a Secure Perimeter

Access given to documentary filmmakers enhances the public's understanding of CDCR and its mission, goals and challenges

By TERRY THORNTON

Information Officer II
Office of Public and Employee Communications

The popularity in reality programming on network and cable television has helped the CDCR fulfill its communications objective – that of portraying to the public a true and accurate picture of the mission of CDCR, its contribution to public safety, and its place in the criminal justice system.

“Simply put, we want to demystify prisons,” said Oscar Hidalgo, Assistant Secretary for CDCR’s Office of Public and Employee Communications. “One of the ways to do that is by allowing documentary filmmakers access to prisons and letting them tell the stories of staff and offenders to the public.”

The CDCR Communications Office receives hundreds of requests to film every year. In 2006, the office issued 100 location agreements to filmmakers, primarily for documentary films and shows broadcast on network and cable television channels or screened in theaters, film festivals and other venues. Between July 1, 2006 and June 30, 2007, more than 3,800 inmates consented to be filmed and interviewed by print journalists, newspaper reporters, television and radio stations, and filmmakers.

Consequently, millions of people have gained an unvarnished look inside the nation’s largest correctional system and learned about the work of its employees, the risks officers face daily, rehabilitative programs, and the problems plaguing the prison system.

“The biggest part our viewers were interested in was the work of



A documentary film crew at Ironwood State Prison.

the wardens,” said Michael Gärtner, a producer with FOCUS TV in Germany. Gärtner and his crew filmed at Pelican Bay State Prison in January 2007. His 25-minute documentary about the prison was broadcast in Germany, Austria and Switzerland in March 2007. More than four million people in Germany alone saw the film.

“There are millions of Americans inside our prisons, yet it is a world that few outsiders get to see, let alone understand,” said Russell Howard, Senior Vice President of Communications for the National Geographic Channel.

National Geographic Channel documentaries filmed at California prisons have enjoyed both popular and critical acclaim. The project shot at Pelican Bay State Prison premiered in May 2006 and was seen by nearly 1.8 million people. The film about

Salinas Valley State Prison premiered last December and reached more than 2.2 million people. And the film about Valley State Prison for Women premiered last February and was seen by nearly 3.2 million people.

“We very much appreciate the access granted by the California state prisons, which has allowed us to offer viewers a first hand perspective of the challenges and opportunities facing members of our society living and working inside these vital institutions,” added Howard.

“I’m proud of the access we provide to filmmakers and the media and the relationships we have developed with them,” Hidalgo said. “We want the public to know about the successes and the challenges facing CDCR, the reforms enacted to improve rehabilitation programs, and the critical role CDCR plays in keeping our communities safe.”

CDCR Employee Named in Statewide Green Energy Award

Efforts Reflects Lifetime Passion for Energy Efficiency

A longtime CDCR employee with a passion for energy conservation was recently honored when the unit he created to monitor the correctional agency's use of energy was awarded the "Energy Innovations Award" at its inaugural Green California Leadership Awards.

Specifically, CDCR's Energy Management Program won the Energy Innovation Category for developing a comprehensive energy conservation approach for California's Department of Corrections and Rehabilitation's more than 41 million square feet of prisons and juvenile facilities.

The conservation efforts have included the replacement of high-pressure sodium lamps at facilities with more efficient fluorescent lamps, the installation of a solar farm, development of cogeneration facilities, the creation of partnerships with local and public utility providers, and the ongoing peak load reduction plan that ramps down energy consumption at institutions during peak energy consumption periods.

This effort has dramatically reduced energy demand across CDCR's vast network of facilities and has saved the millions of dollars.

During the ceremony, Harry Franey, Chief of the Energy Management Section, and an 18-year CDCR employee who has been focused on energy conservation issues since his arrival at CDCR in 1989, was singled out for his near two decades of effort.

"While this department has sought to retool the organization to focus on bringing back more rehabilitative resources for the last couple of years, Mr. Franey has single-handedly

focused on finding ways for this department to become more energy efficient, and has gathered the necessary sponsorship within our facilities management division to achieve those goals," said Secretary

James E. Tilton. "This passionate pursuit serves as an inspiration to me as I marshal this department's resources to incorporate rehabilitation."

"Harry really knows his stuff, and is more than willing to make his case for an environmentally friendly way of tackling tasks that come his way," said Deborah Hysen, Chief Deputy Secretary, Facilities, Planning and Construction. "His passion and interests in saving energy and being environmentally sensitive is a real benefit to the facilities management branch. I consider his advice and efforts as a real asset to this division, and this department. This award was well-deserved."

Hysen said that Franey is an expert in his field, and is relied upon and respected by the Department for his expertise in energy related matters. Franey came to the Department in August 1989 as an Energy Resources Specialist I. In May 1991 he became an Energy Resources Specialist II and began to create a section of the department that would later become known as the Energy Management



Harry Franey (l) is congratulated by CDCR Secretary James E. Tilton.

Section. Until that time, Franey was the only professional at CDCR who dealt with, or considered the impact of energy management. His present assignment is Departmental Construction and Maintenance Supervisor, as the Chief, Energy Management Section.

Upon receiving the award at the October 2007 ceremony Franey said the award motivates him to try harder.

"It provides a nice boost to want to do more and do better," Franey said. "It encourages us to take stock of the program and even reflect a little bit. Just as every journey begins with a first step, energy efficiency and cleaner air begin with replacing a single light bulb."

CDCR is counting on Harry and his staff to do more in the coming years in the area of green design. In August of this year, the CDCR joined the Climate Action Registry Team and it will be up to Harry to measure, report and improve CDCR's carbon footprint through continued energy conservation efforts and reduced carbon emissions through cleaner operations. Hysen believes that Harry is the right man for the job.